



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

June 7, 1991

PRESIDENT
JOSEPH C. FAHERTY

TO: MEMBERS OF THE MASSACHUSETTS AFL-CIO EXECUTIVE COUNCIL

EXECUTIVE VICE PRESIDENTS
JOSEPH M. LYDON
JAMES FARMER
JOHN F. PHINNEY

SUBJ: JUNE EXECUTIVE COUNCIL MEETING

SECRETARY-TREASURER
ROBERT J. HAYNES

Dear Vice President:

VICE PRESIDENTS
RICHARD J. ABDOW
RONALD ALMAN
NATALIE BAKER
JOSEPH A. BELANGER
ROBERT A. BRYANT
EDWARD F. BURKE JR.
GIRO J. CARDINAL
THOMAS CHIRILLO
JANET CIEJKA
EDWARD W. COLLINS JR.
JOHN P. CONLEY
JOSEPH A. DART
PAUL L. DEVLIN
CHARLES DeROSA
NICHOLAS DIMITROPOLIS
JACK DONEGAN
SANDRA FELDER
WILLIAM J. FOLEY
JOHN J. HOGAN
WILLIAM F. IRVIN
JOSEPH W. JOYCE
JOSEPH KELLEHER
THOMAS P. KERR
DICK LeBLANC
KEVIN MAHAR
FRANK McCARATHY
CHARLES McDEVITT
PATRICK MELE JR.
A. MICHAEL MULLANE
JOSEPH W. NIGRO JR.
HERBERT OLLIVIERRE
CYNTHIA RODRIQUES
TONY ROMANO
CHARLES E. THOMPSON
CELIA WCISLO
MANNY WILLIAMS

Enclosed please find the Minutes of the May 22, 1991 Executive Council meeting for your review and acceptance.

The next Executive Council Meeting has been scheduled for:

DATE: THURSDAY, JUNE 20, 1991

TIME: 10:00 A.M. - Meeting
12:30 P.M. - Luncheon

PLACE: PLUMBERS LOCAL 12 HALL
1240 Massachusetts Avenue
Boston, Ma.


DIRECTIONS: Take Northeast Expressway - get off at the MASS.AVE/ROXBURY EXIT - go left at end of exit - proceed approximately 3/4 of a mile - Boston Edison Plant will be on Right - Plumbers #12 Hall will be on your left (1240 Mass. Avenue).

Looking forward to seeing you on June 20th. Please R.S.V.P. your attendance to Louanne at (617) 227-8260. Thank you.

In solidarity,

ROBERT J. HAYNES
SECRETARY-TREASURER

MASSACHUSETTS /AFL-CIO



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MINUTES
EXECUTIVE COUNCIL MEETING
WEDNESDAY, MAY 22, 1991
SEA CREST, NO.FALMOUTH
10:00 A.M.

PRESENT:

President Faherty, Secretary-Treasurer Haynes, Executive Vice Presidents Lydon, Farmer and Phinney, Vice Presidents Baker, Burke, Cardinal, Chirillo, Dart, Dimitropolis, Felder, Foley, Kerr, LeBlanc, Mahar, McDevitt, Nigro, Ollivierre, Romano and Thompson.

ABSENT:

Vice Presidents Abdow (ub), Alman (ub), Belanger (ub), Bryant, Ciejka, Collins (ub), Conley, Devlin (ub), DeRosa (ub), Donegan (ub), Hogan (ub), Irvin (ub), Joyce (ill), Kelleher (ub), McCarthy (ub), Mele (ub), Mullane, Rodriques, Wcislo (ub), Williams (ub).

The Council Prayer was ready by V.P. Burke.

The Council Members joined in for a Pledge of Allegiance to the Flag, followed by a moment of silence for George McGrimley, formerly of the Boston Teachers Union, who has passed away.

MMS to accept the Minutes of the April 18, 1991 Executive Council Meeting. So voted.

PRESIDENT'S REPORT:

President Faherty reported on attending meetings with V.P. Nigro and Secretary of Labor Morris regarding plans for a Pension Investment conference; on speaking at the Mass. AFL-CIO Environmental Committee conference and that he had been disappointed at the number of being in attendance and complimented Committee Chair Nick Zeo, from the APWU and noted this committee was concerned both with the environment and with the creation of jobs; on attending meetings with Legislative Director Foley regarding drafting of Workers Compensation bill language and reported it was his feeling that no one knows what will come out of such meetings and that Labor was not getting much support from our so-called Legislative friends on this issue and that the Legislative Director would be making a further report on this issue to the Council; on the issue and crisis affecting Health Care benefits for state employees, President Faherty advised that V.P. Felder has been deeply involved and would advise the Council members as to the status of benefits for State workers; on meeting with Director Foley and Ed Welch from the Michigan AFL-CIO regarding a plan that would address Workers Compensation nationwide. President Faherty commented on one of the issues of putting together a national Workers Compensation program was that one could not even get put together in this state.

The President further advised on attending a dinner honoring retirees of the Boston Police Patrolman's Association and that over 600 people had attended; on attending along with Secretary-Treasurer Haynes a meeting of the N.E. Council in Washington, D.C. and that each of the members of the Mass. Congressional Delegation had been invited by the Mass. AFL-CIO to attend a reception during this event and that he was disappointed in that only the Senior Senator Ted Kennedy had shown up and that he had received word from Congressman Markey that he could not attend and that the other members of the Delegation did not participate.

President Faherty reported on meeting with the Cardinal's Challenge to Leadership Committee which was presently involved in planning a conference in November; on meeting with AFL-CIO Reg. Director Frank Myers and Vincent O'Brien of the National AFL-CIO regarding the coordination of the National AFL-CIO's Solidarity Day scheduled to be held in Washington, D.C. on August 31st and noted this would be the 10 year anniversary of Solidarity Day which was attended by over 400,000 trade unionists who converged on Washington, D.C. from throughout the Country. The President further noted that discussions and problems are taking place regarding the timing of such event in that many Labor Organizations have plans to hold local events in honor of Labor Day which would coincide with the 1993 Solidarity Day event. President Faherty further noted Organized Labor would have to get deeply involved in this event or Labor would fall flat on its face and that the National AFL-CIO theme would be Health Care for All, passage of Anti-Scab legislation and the issue of the Fast Track legislation which would affect trade with Mexico.

At this time, President Faherty reported on a meeting that was held with Senator Kerry regarding the Senator's position on fast track which was one of being off track with Organized Labor. He urged the Vice Presidents to contact by letter Senator Kerry's office urging reconsideration of his present position on this legislation.

At this time, Secretary-Treasurer Haynes reported he had attended the meeting with Senator Kerry, representatives of the ILGWU, UAW and UFCW and requested that the Senator keep an open mind regarding this issue and that he let it be known to the Senator that jobs would be lost if Fast Track passed. He noted it would take some doing to convince him to change his mind and urged the Vice Presidents to contact the Senator personally on this issue.

President Faherty further reported on attending as a member the Energy Siting Council and noted that was the first meeting since he had been appointed a member in November and noted it was very important that Labor have a voice especially as it was relating to the Edgar Energy station situation; on attending meeting of the Pioneer Valley Central Labor Council regarding the District I Congressional election of John Olver and that the Mass. AFL-CIO and the CLC's have endorsed Sen. Olver for Congress against Republican Steven Pierce and noted that Sen. Olver could be elected if Labor got out its vote. He then had passed out

literature put out by the Mass. AFL-CIO that was to be distributed to union members in the 1st C.D. and through mailings to local unions. He noted Labor wants a Democratic Congressman elected in that area and that money from various International Unions was coming in. He further urged the Vice Presidents to contact their respective International Unions for COPE contributions to this campaign and that requests already have gone out to them regarding this race. He noted the money would be used to pay off the primary campaign debt and to purchase media coverage for the final election.

President Faherty reported that National AFL-CIO COPE had a Regional Meeting held at the Sheraton Tara and Braintree and that it was not a cordial meeting for the Mass. AFL-CIO in that the National AFL-CIO wanted to set up its own campaign by hiring people who would be paid to work on the 1st C.D. election and noted the Massachusetts AFL-CIO already had volunteers and phonebanks in place to do this very kind of work, and noted the campaign that was put together by the Massachusetts AFL-CIO in January with Rich Rogers was in place and on target at this time. President Faherty also reported that there had been dialogue with National AFL-CIO COPE in that the Mass. AFL-CIO had owed them \$10,000 for last years election COPE activities in Massachusetts and that it had been suggested to COPE that the Massachusetts AFL-CIO would pay off this amount in kind and that National COPE's response was no. President Faherty also reported that the Mass. AFL-CIO Senior/Retiree programs would be actively involved in the 1st CD race in that polls were indicated that senior citizens were going to vote for Pierce vs. Olver.

The President reported on meetings of the Massachusetts Jobs Council which is being revamped by the new Administration in that they were trying to do things in more of an entrepreneurial way. He noted the MJC was very important but Labor has its own agenda in that the dislocated workers program and Employment and Training programs had been cut off.

President Faherty advised on meeting with Attorney General Harshbarger regarding the issue of Sunday store openings and noted the Attorney General is with us on it but will not be out front but would prosecute any cases if brought before him.

On discussions regarding the Edgar Energy Park, President Faherty noted the Attorney General is relying more on his staff than on his friends in labor regarding this matter and noted the Attorney General has stated that it was his duty to see that the consumer gets the best price for a product.

The President reported on the Annual Mass. AFL-CIO Scholarship Awards Banquet and that over \$170,000 in scholarship awards money had been given out and noted Secretary-Treasurer and Education Director Haynes would be reporting on this event. He further reported on attending meetings at the Labor Guild regarding plans for the May 29 Labor/Management Conference to be held at Boston College.

President Faherty advised he had a meeting with Congressman Joseph Kennedy who stopped by to say hello and that after a discussion with him it was noted he was leaning the wrong way on the Fast Track legislation and that after his discussion the Congressman had become convinced that an open debate on the issue was in fact needed in Congress and that Labor's position was the way to go and was convinced with Labor's views. He also noted he would be in need of contributions for his campaign fundraiser.

The President reported on meeting in Washington, D.C. with the National AFL-CIO COPE Committee on behalf of John Olver's congressional campaign and noted that Sen. Olver was well liked by the International Unions and the COPE Committee members. He also advised the Vice Presidents that the AFL-CIO COPE financial contribution to this campaign was not sent through the officers of the Mass. AFL-CIO to Sen. Olver but was presented to the Olver Campaign by an AFL-CIO staff person. On meetings of the Workers Compensation Advisory Council, the President reported that he along with Advisory Council members Exec. V.P. Farmer and V.P. Mahar have been looking at various pieces of legislation that has been filed affecting compensation and that the Advisory Council could reach no consensus on these bills and voted to take no position and to so notify the Legislature. He further advised that he and Secretary-Treasurer Haynes testified on the Weld Plan on the Unemployment Insurance Trust Fund and that many of the V.P.'s were in attendance and noted that HERE, Local 26 President Bozzotto had put out a letter to support the Weld Plan which the Mass. AFL-CIO was testifying and fighting in opposition of. He further noted such communication would be published to get the word out of 26's actions.

President Faherty reported on attending along with Secretary-Treasurer Haynes the Health Care Conference co-sponsored by the Mass. AFL-CIO, University of Massachusetts and North East Council in Amherst at which he had hoped to come out with a consensus on the health care issue and noted as a result of the Conference a letter was being drafted commenting on dissatisfaction of the participants with the AFL-CIO in coming up with a Health Care Plan.

The President advised on meeting with Legislative Director Foley and Senate President Bulger regarding the Sen. President's plan to try to change the Massachusetts state constitution regarding aid to public schools and noted Pres. Bulger was not very pleased with the conversation that took place during the meeting in that the Massachusetts AFL-CIO has always been a proponent and supporter of public education and access for everyone.

President Faherty reported meeting with Pres. of the Building Trades Leo Purcell and Priscilla Golding of the Women in the Building Trades regarding the unemployment rate for women in the trades and what is going on with her program; attended a press conference announcing a plan to put a cap on medical costs in support of the public employee unions and their concepts of

capping all medical costs and advised that AIM has filed a bill not only to cap medical costs but to also call for a total freeze and that AIM did not participate in the press conference.

The President reported speaking at a rally of Building Trades unions regarding the use of convict labor for state construction work which was sponsored by the Mass. and Boston Building Trades Councils and that it had received good written press and that over 200 had attended. He noted that one of the the problems was that the state was using convicts to paint at the State House and it was found out that there was lead in the paint that was being removed which amounted to 70% higher than the standards acceptable which was a direct violation of the law. He also noted that the Sheriff of Middlesex County when informed of the potential health problems caused by such paint did in fact pull out the convicts from the jobs.

At this time, President Faherty announced the Irish American Labor Coalition Awards Dinner would be held on Thursday evening, June 6, 1991 at the BTU and the recipients this year would include William Wynn, International President of the UFCW, Kevin Cotter, BM of Plumbers Local #12, State Representative James Brett and BRA Director Stephen Coyle.

President Faherty reported on meetings and contact with the Secretary of Labor, Christine Morris and his personal observation of the position of Secretary Labor, her role in this position, her labor background and updated the Vice Presidents on issues and areas she has been involved in with Labor since being named to that position and also on her being the guest speaker at the IRRRA Dinner in that after her presentation she had to depart and would not take any questions from the audience. He also advised that there were rumors going around that possibly three Secretariats would be abolished, one being the Secretary of Labor and of questions arising that would Labor benefit from keeping this position or by seeing it abolished. He further advised that the present Secretary of Labor had abolished the JTPA/EOL/Dislocated Worker Program and the question was would Labor now protect her by assisting in retaining her present position. President Faherty noted there was merit on both sides to abolish or to retain.

President Faherty noted attending along with Secretary-Treasurer Haynes a McCormack Institute Conference and noted it was called "After the Honeymoon" regarding the Weld Administration and was advised the Weld Administration needed Labor for input; on speaking at the Mass. Federation of Teachers Convention at the invite of V.P. Devlin and noted over 300 delegates from around the state had attended the one day Saturday convention and that they had been successful in getting through a dues increase; that his team at the Annual Scholarship Awards Golf Tournament had come in three under par; noted that the Vice Presidents should have received information on the Mass. AFL-CIO COPE Fundraiser Boat cruise set for June 27 which will honor Congressman Joseph Kennedy, Representative Suzanne Bump and Secretary of State

Michael Connolly and that tickets were available through the Council office at \$100.00 each and that President Emeritus Osborn would be contacting unions for their participation and further urged the Vice Presidents for their participation and support in this COPE fundraising event.

At this time, President Faherty announced that there would be a caucus of the Industrial Union Vice Presidents with Exec. V.P. Phinney directly following the Council luncheon.

At this time, V.P. Felder inquired as to whether the Massachusetts AFL-CIO would coordinate the effort for Solidarity Day or would the local unions be responsible for putting something together.

President Faherty advised that John Laughlin has been assigned to this and that the Council is having a problem with booking train transportation in that that particular weekend was the second most heavily traveled by train and the major problem also was that Solidarity Day would fall on a Saturday and that the Council would be working on the problems.

At this time, V.P. Chirillo publicly thanked President Faherty for attending a meeting with Tom Broderick and Leo Purcell regarding the Edgar Energy Park.

President Faherty advised that the Manager of the Edgar Energy Park had been invited to a meeting of the Mass. AFL-CIO Energy Committee as a speaker.

At this time, V.P. LeBlanc spoke on the pending Fast Track legislation and suggested that the entire Massachusetts Congressional delegation be contacted in that there was a possibility that if Senator Kerry was voting the wrong way, others might also and noted that it was only after personal discussions with Congressman Kennedy did he change his position on the issue and that the question should be re-put and re-stated to the entire delegation.

President Faherty urged the Vice Presidents to contact the Massachusetts Congressional Delegation on this matter.

V.P. LeBlanc recommended that meetings be held with each one of them.

V.P. Mahar reported that he had met with the IUD in Washington along with Congressman Neal, Congressman Kennedy, Senator Kennedy and Senator Kerry and got no commitment from Sen. Kerry. He also noted that he had high praise for Congressman Richard Neal for the way the Congressman is building a relationship with Labor. V.P. Mahar also noted that there was a heavy media blitz occurring stating this legislation would create more jobs than it would cause to loose and noted that was not so and that the his Organization, the IUE and others have been experiencing job losses such as General Electric, AUW and Foster Grant and that

newspapers such as the Globe/Herald/Lynn Item are brainwashing the public with misinformation in that this legislation would create more American jobs. V.P. Mahar advised that a recent editorial in the Wall St. Journal by AFL-CIO President Lane Kirkland had been an excellent response and explanation of what would result with Fast Track and suggested copies of this editorial should be forwarded to all local unions advising them as to how their Congressman/Senator would be voting on this crucial issue and that real pressure had to be put on the members of the Massachusetts Congressional Delegation and also to inform the public that American jobs are leaving the scene now and that it is misleading that jobs would be created and that just was not so; he further suggested that President Kirkland's editorial be sent out to all newspapers and noted he had a copy of said editorial.

Secretary-Treasurer Haynes reported on the meeting that was held with Senator Kerry with the Machinists, IUE, UAW and ILGWU and noted Tony Angelo from the IUE had made a great presentation and that Senator Kerry had also presented information and that he really believes such legislation would create more jobs and that V.P. Alman from the ILGWU had really put it on Senator Kerry by reminding him that Labor had supported him in his re-election bid.

On Solidarity Day, V.P. Mahar suggested the coordination be centralized and that he had prior difficulties booking train passage and that for the previous Solidarity Day an entire train had been booked. He added the concept of booking a train would be an attraction for people to go. He also suggested contacting the Chairperson of the Federal Congressional Transportation Committee for assistance.

President Faherty reported a problem has been encountered with buses that did not happen during the first Solidarity Day event in that regulations have been changed and there are presently problems with buses going over state lines.

At this time, V.P. Felder updated the Vice Presidents on the status of public employee health care benefits and that the legislature was due to vote that day and that the legislature was still looking at the 75%-25% contributions with a potential of going to 80% or 85%-15% in six months which would both include reduced benefits. She also reported that the day before the SEIU Local 285 and 509 along with the AFSCME Local Unions lobbied at the state house on the health care benefits issue and that last week a press conference had been put together by the public sector unions calling for a cap on medical expenses. V.P. Felder further advised it was a consensus that there would be some kind of cost-shifting that would take effect shortly. V.P. Felder reported that the public employee unions have signed collective bargaining agreements presently in place which call for the 90%-employer - 10% employee health care benefits package and noted lawsuits would certainly be forthcoming if the per centages were changed. She also suggested a public employee leadership meeting

be called in that past meetings were of the public employee union lobbyists and not leadership and that public employees were not really strikers and the issue facing public employees is the very same issue of cost-shifting which caused the IBEW and CWA Telephone workers/NYNEX strike. V.P. Felder advised the purpose of such a meeting would be to discuss cost-shifting, furloughs and layoffs. She further reported that the public employee unions were lobbying the legislature for amendments and noted the deep frustration of the public sector member.

President Faherty noted that the frustrations of the public sector employees have not been vented.

MMS to accept the Report of the President. So voted.

At this time, President Faherty advised the Vice Presidents that Representatives of IBEW, Local 2322 would address the members of the Council regarding a request to waive back per capita dues to the Council.

At this time, Secretary-Treasurer Haynes reported that six telephone company local unions had been out on strike against New England Telephone last year and that this Local Local 2322 did not pay per capita dues for the period of four (4) months during the time of the strike and that it is their position that this per capita should have been waived. Secretary-Treasurer Haynes noted the Constitution says that if a Local Union is not bankrupt then the per capita payments should be paid. He noted request of waiver had been previously brought before the Executive Officers and the vote was one of not to waive per capita payments for the 4 months in question. The Secretary-Treasurer reported that he had contacted this union personally to discuss the dues arrears and that local has a philosophical problem in that dues to their International Union, the IBEW and to the Central Labor Council had been waived for this period of time and they have requested a hearing before the Executive Council to present their request for waiver. Secretary-Treasurer Haynes also noted that this Local Union had informed him that during this strike a clerical worker had to be laid off and that the officers never took a paid salary; they paid all of their regular monthly bills such as attorney fees, etc and that the International Union had waived its per capita with them.

Discussion took place as to how much money was owed in back per capita and the Secretary-Treasurer advised it was \$1,600.

At this time a MMS to suspend the Regular Order of Business of this Executive Council. So voted.

President Faherty advised that two Officers from IBEW Local 2322, President Gil Champagne and Vice President Bill Dillon were there to present their case on the request for per capita payment waiver.

At this time, President Champagne and Vice President Dillon

addressed the Council Executive Vice Presidents.

They advised that they were appearing before the Exec. Council as a result of Secretary-Treasurer Haynes making a presentation before the Local 2322 Exec. Board and that the back per capita amount was \$1,600 which was not paid during the NYNEX strike in 1989. They reported that the Local 2322 union membership had voted to take the position to not pay and request a waiver and informed the Council that other organizations had in fact waived Local 2322's per capita dues; that the Business Manager and Asst. Business Manager took no pay during the time frame of the strike; a clerical employee was laid off; it was a 15 week strike and the Local expended a great amount of money and that they felt the Massachusetts AFL-CIO should consider waiving the per capita for that time.

Pres. Champagne and Vice President Dillon reported that Secretary-Treasurer Haynes had offered the following suggestions to their Local (1) the Local pay the back per capita (2) continue to owe this amount or (3) appeal it to the Exec. Council and that they had selected the third issue. They went on to advise they had an Exec. Board similar to the Mass. AFL-CIO Board and that they have voiced their opinions on this issue and their affiliation with the Massachusetts. They noted that they personally knew of the efforts that have been put forth by the Massachusetts AFL-CIO in this state and that they were commendable and noted more questions have been raised by the decisions not to waive the per capita by their Exec. Board. V.P. Dillon advised that this issue has been discussed not only at Board meetings but at membership meetings and that the overwhelming questions being asked by Local 2322 members is that this was a tough time for the local and why should they have to pay per capita to the Mass. AFL-CIO when other labor organizations had issued waivers and that they had expected this issue to be won. They noted this issue had been ongoing for 1 1/2 years now and they were looking for this back per capita payment to be waived.

At this time President Faherty read from the 'Mass. AFL-CIO Constitution, specifically Section 8 on Page 8 and noted the words because of financial difficulty should be noted. President Faherty noted that in the past per capita had been waived for locals when no funds are in their treasury and that he had no problem with late per capita payments being made and that the Council had to adhere to the Constitution and that there had never been a waiver for per capita for locals during a strike unless the treasury depleted.

At this time, Secretary-Treasurer Haynes advised that the question was not the interpretation of the Constitution and that the issue was that the membership of Local 2322 feels the per capita should not be paid and should be waived and informed him of this when he appeared at their Board meeting. He also noted that he was aware that the Officers of this local did not receive pay during the strike and that a clerical employee had been laid

off. He also reported that to the best of his knowledge as Secretary-Treasurer of the Mass. AFL-CIO and during his term in office only 1 local union waiver of per capita was issued as a result of a strike and that it was the Eastern Airline Flight Attendants Union that had gone bankrupt. He also noted that SEIU 925 had also gone bankrupt in the past.

Secretary-Treasurer Haynes reported that he has brought this matter to the attention of the Exec. Council in the past and had gone to the Local Union's Exec. Bd. Meeting and then invited the Officers of Local 2322 to make a presentation to the Council. He advised that it was the interpretation of the Executive Officers that this per capita had to be paid, even if it was paid late and that the Local 2322 membership feels that if they were on strike they did not have to pay per capita during that time. The Secretary-Treasurer noted this Local is still showing 4 months in arrears of per capita to the Council.

V.P. Nigro inquired as to how many locals were out on strike at that time and were any other per capita waived for these locals.

Secretary-Treasurer Haynes advised that 6 other local unions were involved in the strike and that 1 other local union had requested a waiver and was denied; 1 other local union is still in arrears and that the 4 others were OK. He went on to report that his problem, as the Secretary-Treasurer of the Massachusetts AFL-CIO was that if waivers were granted the Council would have to budget for potential strikes which would cause a financial hardship on the Council.

V.P. Nigro inquired as to whether Local 2322 was able to pay the back per capita at the present time.

It was noted the Local would be able to at the present time.

Exec. V.P. Farmer advised that if a Local Unions go on strike and do in fact have money in their Treasury and asked for a waiver and it was granted, they could break the Massachusetts AFL-CIO.

Local 2322 VP Dillon noted that his membership feel that because a granting of a waiver had not been done in the past does not make it right and that they wanted this taken into consideration by the Council.

Exec. V.P. Farmer noted that in the Building Trades Unions there was 50% unemployment and the locals were going broke and that they were still paying their per capita to the Council.

The Officers of Local 2322 inquired as to the only time per capita payment waivers were granted was when a local union goes broke.

Secretary-Treasurer Haynes advised the constitution says when unable to pay. He also advised the Officers that their Local Union can recommend as a resolution at the Council's Convention a

change in the Constitution and that they did in fact have this right to file one.

V.P. LeBlanc advised that if its an imposition on the Local that's one question and that in his over 30 years in the trade union movement he had witnessed and participated in many strikes and that the unions need a level playing field and cannot change the rules that are in place and that unions need to assist each other.

V.P. Romano suggested this issue should not even be raised at the Council Meeting in that it was an issue of raising a constitutional question and should not come before this body and that it should go to the Convention.

President Faherty advised that the Officers of Local 2322 were given the privilege and opportunity to present their request to the Council and that the Council has heard cases before.

Secretary-Treasurer Haynes reported they had been invited by the Exec. Officers to the Council meeting and that in the past he, as Secretary-Treasurer had reported to the Council and Exec. Officers regarding this matter and explained his side and that he felt it was a clear cut case but also felt Local 2322 should present their case first hand to the Council.

V.P. Romano inquired as to whether this was a financial impairment to the Local.

V.P. Thompson inquired as to whether this local union foresees a steady decline in assets or would be going broke.

The Officers of Local 2322 informed the Council that NYNEX and AT and T is in the process of downsizing which would result in a decline of membership but that the Local treasury will not be going down in the near future.

Exec. V.P. Lydon inquired as to whether the Local Union paid others bills during the strike.

The Officers advised that they did not pay International Union per capita, Central Labor Council per capita and that the Business Manager and Asst. B.M. were not paid and that other bills such as rent, lawyer fees had been paid.

At this time the Officers of Local 2322 thanked the Council and left the meeting room.

Discussion took place regarding the presentation by Local IBEW 2322.

MMS that the Massachusetts AFL-CIO Constitution be upheld and that this Local Union be required to pay back per capita dues. So voted. Unanimous. No discussion.

At this time, President Faherty informed the Vice Presidents that a presentation was to take place during the Gompers-Murray-Meany Educational Institute by the Women's Institute for Leadership Development (WILD) which would include the results of a survey of local unions co-sponsored by the Mass. AFL-CIO, University of Massachusetts and WILD which would include the office report and results of the survey. He advised the Vice Presidents that the results of the survey would be presented first to the Vice Presidents.

Secretary-Treasurer Haynes gave a synopsis of the WILD undertaking. He reported that several years ago, Pres. Emeritus Osborn and he had met with WILD to determine the amount of Women in Leadership in local unions in the Commonwealth and as a result confidential surveys were distributed through the offices of the Massachusetts AFL-CIO to certain affiliated local unions and that the developers of the survey were never made aware as to which local unions were selected to participate in the survey; their only responsibility was to come up with the analysis of the survey. He noted that prior to this information being presented at the Educ. Institute the Vice Presidents should be briefed first hand which was conducted by Dale Melcher and Dan Clawson of the Labor Relations and Research Center of the University of Massachusetts at Amherst.

At this time, Dale Melcher passed out copies of the official Report to the Women's Institute for Leadership Development and noted the results would be made available to WILD, CLUW and the Labor Education Program, all co-sponsors of the survey. She also thanked the Massachusetts AFL-CIO for their efforts and assistance in the project. Dale Melcher went on to explain the initial summary of finds included a guarantee of confidentiality and that the final returns from the local unions that participated were sent in directly to the Massachusetts AFL-CIO office. She noted the purpose of the survey was to get information on how to get woman involved and active in leadership roles in local unions also to query local union officers and leadership regarding barriers and level of participation by women also to address the educational needs of unions in addressing these problems.

She noted the researchers wanted the information that came out of the survey to be useful to the participating co-sponsors and to be used to develop future programs and policies and that women need unions and unions need women, that there were mutual needs by both parties; that in order to mobilize, more women union organizers were needed; in the past women's issues were being addressed now the need are arising more for family issues; very small % of National leaders are women; in Massachusetts, women are in a good % of leadership roles in % numbers of their female members.

Dale further advised that 200 surveys were sent out and there were 94 responses from local unions. Also at the present time, women in some leadership positions have no way of moving up and

gaining skills that were needed; numbers were not doing badly as women stewards; when women are a large number of the membership the per centage of women leadership is low; there was still limited data collected on black and minority women. That more than 1/2 of local unions surveyed want more women in leadership roles but feel women should take more initiative and need more skills training and that indications show women have a lack of confidence.

She reported that this research was done as a tool for education programs for unions and that a second research project is being discussed.

Dale Melcher also asked the Vice Presidents to consider what can be done with such a survey and would appreciate any feedback from them as they read it more in depth and thanked the Council for inviting them to the Council Meeting and to the Institute.

At this time, V.P. Felder commended Dale Melcher, Dan Clawson and Cheryl Gooding for their participation, research, report and attendance and advised that possibly in the future the Massachusetts AFL-CIO Executive Council could determine how to use this survey in the future.

REPORT OF THE SECRETARY-TREASURER:

Secretary-Treasurer Haynes reported this month's financial report was not a sterling one which began with \$12,000 and ended with \$5,000. He noted the per capita was also falling a little short this month.

The Secretary-Treasurer reported attending meetings that were held around the state regarding the Unemployment Insurance Trust Fund with President Faherty, Legislative Director Foley and Richard Rogers and also presented testimony at legislative hearings on U.I. He noted the Weld legislation on UI would cut benefits, tighten eligibility requirements and decrease the amount of dependents covered. He also noted that he along with the President and Legislative Director have had many discussions on this issue and if the bill goes through and is not funded adequately the Administration will attempt to cut benefits. He advised this is a very big labor fight and that this Administration is getting more money for training from the federal government but was still cutting programs and that the amount of money being sent from Washington is being determined by the numbers who are on the unemployment rolls.

On the Health Care Conference co-sponsored by the Massachusetts AFL-CIO, U-Mass., and Northeast Councils the impetus of the conference was to move the health care issue debate along and noted the AFL-CIO was not taking a strong leadership position. He also noted that SEIU International President John Sweeney had also participated in the conference.

At this time, Secretary-Treasurer Haynes welcomed President Emeritus back and that Brother Osborn should receive recognition

for the success of the Mass. AFL-CIO Scholarship Program.

Secretary-Treasurer Haynes also reported that the Mass. AFL-CIO Scholarship Golf Tournament had raised over \$14,000 and that there were 108 golfers that participated.

MMS to accept the Report of the Secretary-Treasurer. So voted.

REPORT OF THE LEGISLATIVE DIRECTOR:

Legislative Director Foley reported that it was his feeling that the only bill coming out before the Legislative session ends would be the bill affecting who is insured and who is not under workers compensation and that this bill had cleared the Senate yesterday. He noted the Mass. AFL-CIO had filed this bill with the Rate Setting Commission which would assist this agency in determining who is insured by checking a computer system which would give the information immediately and not through the prior ways of using paper index card systems.

On the Unemployment Insurance Trust Fund, Director Foley noted that the new Governor would be coming out with a bill and that 57% of people now unemployed are collecting unemployment checks and if the Governor makes more and more people ineligible to receive unemployment benefits, it could go to 44% so the unemployment figures would look like unemployment went down. He noted the Massachusetts filed a great bill that will keep the Unemployment Insurance Trust Fund on track; if not, UI will go broke in November. He reported that this bill was filed by Representative Dan Bosley (D-No. Adams) and co-sponsored by the Mass. AFL-CIO and the Associated Industries of Massachusetts. Also, that everyone was talking about cutting the number of dependents and on the elimination of 4 weeks of benefits. Director Foley advised that the Workers Compensation problems are taking up much of the time of the officers of the Council and himself and meetings on writing language are taking place two and three times each week and that numbers are going 10 to 1 against labor in workers compensation issues; on the health care coverage part of workers compensation, the Director noted that if the legislation is passed, deductibles will have to be met or if disability kicks in there will be a problem with waiting periods and further noted he was having problems with the Senate Chair of the Committee on health care coverage. Director Foley added everyone, everywhere was looking towards cutting benefits in workers compensation including the Doctors, Lawyers and Business and that there could possibly be a serious problem with partial settlements in that no other state has had it on the books since 1985. He also reported discussion has taken place on reducing the benefits level, re-adjusting COLA's and it taking 9 months to get on comp. and another 9 months to get off. Again, Legislative Director Foley reiterated the amount of time being spent on discussing workers compensation, 8 hours a day two days a week and noted that John Lewis would be brought in to assist the Mass. AFL-CIO on Workers Compensation.

The Legislative Director reported that the budget would probably

go through later that evening and would be on the Governor's desk by June 15th and that the Legislature would be gone by July 4th and possibly be back in the month of October and noted very little other business is going on in except for the budget. He further advised that both Unemployment Benefits and Workers Compensation Benefits would again be taken up in the fall.

At this time, V.P. Chirillo reported that he had a copy of the Governors proposed bill and noted it was one of the worst anti-labor bills he has seen and advised that the members he represents are lump summing out of workers compensation cases just to receive some money to survive and that the delays are still incredible and all the administration wants to do it cut benefits and rates and do nothing to help the systems.

Director Foley reported that it was his feeling that the lump sum area would not be affected in that the insurers do not want cuts nor does business but that lumping of partials will be restricted.

Exec. V.P. Farmer advised that Senator Pines suggestions regarding lump sums issues only affect the organized union people and that this Senator should be put on notice regarding the attack on the wrap affecting benefits.

Director Foley reported the wrap arounds could be a problem if it is attached on as an amendment and could develop as a serious issue and noted that he felt comfortable that we could protect this procedure through possible mediation, alternate disputes or collective bargaining which would help.

V.P. Romano inquired as to the latest update on the health care benefits co-payment proposal as it would affect the MBTA.

Director Foley reported that it was going to happen and be 75%-25% along with mandated benefits and that he felt it would happen right away. He noted that after the local aid pieces are dealt with in the legislature the next issue to be finished off would be the cost-shifting of health care benefits costs which he felt would sail through. He also advised that the MBTA piece regarding impartial Doctors was also gone.

V.P. Romano reported that it was his feeling that the whole area of public employee collective bargaining process has continually been circumvented in that what is gained at the bargaining table and agreed upon by labor and management is then taken away by the Legislature and that this is an ongoing and major problem for the unions.

President Faherty advised that on the public employee health care issue no negotiations are even taking place and that the Commonwealth is not paying any attention to negotiated contracts.

Director Foley noted that the Senate Chair is stating that health care benefits are a privilege for employees.

The Legislative Director reported that as of last month, Massachusetts has been listed as 15th in manufacturing for the 15 industrialized states.

V.P. Mahar noted that Senator Lois Pines is attempting to interfere with the Unemployment Insurance Legislation which G.E. has under contract which would affect their negotiated severance pay benefits which are part of a nation-wide contract.

Discussion took place as to the fact that many major businesses had made early payment into UI and that is where additional monies had come from.

V.P. Mahar suggested receiving a copy of the list of business who gave money into the fund prior to their having to do so.

Legislative Director Foley advised that Secretary-Treasurer Haynes, who is on the DET Advisory Board could possibly get a copy of the list.

MMS to accept the Report of the Secretary-Treasurer. So voted.

MMS to refer the Communications to the Exec. Officers. So voted.

At this time, President Faherty welcomed V.P. McDevitt, V.P. LeBlanc and V.P. Foley, who he had advised the Vice Presidents had each been out ill recently, back to the Council meetings.

V.P. Cardinal suggested congratulating and recognizing V.P. Felder and V.P. Kerr as the 1993 Gompers-Murray-Meany Awards Recipients. A round of applause in tribute to the recipients was displayed. It was also noted that OPEIU International President John Kelly would also be an Awards recipient at the Institute.

At this time, President Faherty recognized President Emeritus Osborn in addressing the Vice Presidents.

President Osborn advised that labor and working people were under seige both in this State and Nationally and that he was trying to assist the Council and Labor wherever he could. He noted that a COPE fundraiser awards event had been designed in the past to raise COPE monies and that again this year the event would be held. He urged the support and participation of the Vice Presidents in this event and appealed to them to look at this Fundraiser event request as their own union's fundraiser and to be generous as possible in the efforts to bring in this extra money. He reported that this year's event would be a boat cruise around Boston Harbor leaving from Rowes Wharf on June 27 and would honor Sec. of State Mike Connolly, Representative Suzanne Bump and Congressman Joseph Kennedy. He added the price of the tickets would be \$100.00.

Pres. Emeritus Osborn also noted that last year's event helped the Council to assist Senator Kerry in his tough re-election bid

and that this year the Council would be actively involved in Senator John Olver's election to Congress in the 1st Congressional District. He further announced the initiation of a Top Twenty Solidarity Committee fund which would recognize individual contributions in the amount of \$20.00 and that any volunteer contributor would receive a parchment recognition for their contribution along with appearing on a convention booklet and convention recognition board to be posted at the Mass. AFL-CIO Convention and would be added to the Mass. AFL-CIO Leadership mailing list. He noted this Top Twenty Solidarity Committee would be strictly voluntary and would be used to raise extra monies.

Exec. V.P. Phinney advised that general treasury fund monies could be used for the COPE fundraiser event.

At this time, V.P. Dart briefed the Vice Presidents with an up to date accounting of monies received from International Unions to the John Olver for Congress Campaign.

Discussion took place as to which Internationals had sent in money, which ones were still needed and pledges for additional monies from various Vice Presidents on behalf of their respective organizations for this campaign effort.

MMS to adjourn. So voted.

ROLL CALL

AGENDA

MASSACHUSETTS AFL/CIO
EXECUTIVE COUNCIL MEETING
MAY 22, 1991
SEA CREST, FALMOUTH, MA

PRESIDENT'S REPORT
SECRETARY/TREASURER'S REPORT
DEPARTMENT REPORTS - COPE & LEGISLATION - EDUCATION

Communications

From Cong. Joseph Kennedy to Pres. Faherty thanking him for the meeting.

Press release from D.A.D.

From Rep. Bosley to Pres. Faherty inviting him to the 3rd Economic Summit meeting.

Communication from Sen. Burke on behalf of John Olver who has been nominated to fill the seat in the Congressional District in western Massachusetts.

From William Foley and Domenic DiPilato, USA to Pres. Faherty thanking him for participating in their 12th Annual New England Utilities Training Conference.

Copy of a letter from Sen. Lane to Commissioner Peter Torkildsen regarding the announcement that his office was lifting the ban on Sunday morning openings.

Massachusetts Courthouse Improvement Program/PROJECT UPDATE - April 1991.

Memo/meeting notice to JLC Members and Friends from Chair Ronald Alman regarding the next Jewish Labor Committee meeting.

Memorandum from William Hauenstein to local and state AFL/CIO Community Services staff regarding new volunteers.

Invitation to attend a Legislative Reception sponsored by the CWA

AFL/CIO News Release - AFL/CIO Pres. Kirkland's reaction to the new Papal Encyclical.

AFL/CIO News Release - AFL/CIO Pres. Kirkland's comments on the April Unemployment figures.

From Rep. Bosley to Pres. Faherty thanking him for participating in the Economic Summit.

Communication and agenda on Conference on the Future of Labor-Management Innovation in the U.S.

Flyer from CLUW - WOMEN AT WAR AGAINST WELD.

Martin E. Segal Company/BULLETIN

Copy of a memo from Steve Early, CWA to Mass. CWA Locals Re: Legislative Alert on Upcoming Congressional Vote on Negotiation of Proposed U.S.-Mexico Free Trade Agreement.

From Keith Mestrich, Food & Allied Service Trades to Pres. Faherty stating the pleasure it was meeting him at the Labor-Management Discussion Group on Workers' Compensation meeting.

From Elane Bernard, HTUP to Pres. Faherty thanking him for presentation during the special topic seminar. Also time schedule for next year's schedule.

From Rep. Jim Brett to Pres. Faherty regarding a communication he sent to MBTA's Acting Gen. Mgr. Rooney illustrating the intolerance members of the Boston delegation feel about the mistreatment of Amtrak workers.

From the AFL/CIO - Advisory and materials on the US Mexico trade negotiations.

From Sen. Kerry to Pres. Faherty thanking him for correspondence expressing opposition to Pres. Bush's request to extend fast-track procedures for a trade agreement between U.S. and Mexico.

AFL/CIO news release - Pres. Kirkland's reaction to the Supreme Court decision on proper units for union elections at hospitals.

Meeting notice for the Gr. Brockton CLC, AFL/CIO.

From Sen. McGovern to Pres. Faherty thanking him for his letter regarding the "Employer Mandate" portion of the Universal Health Care Law.

From Sen. McGovern to Pres. Faherty thanking him for his letter regarding opposition to the repeal of the sales tax on professional and business services.

Invitation from the AFL/CIO to attend a conference "ON THE CONDITION OF WORKERS IN 1991;/ A CONTINUATION OF THE DIALOGUE BETWEEN THE RELIGIOUS COMMUNITY AND ORGANIZED LABOR."

Copy of a news article written by Bus. Agent Bob Banks, Ironworkers Local 7 answering the article Howie Carr wrote on Thomas Evers.

IBEW Local 1228 Mewsletter.

From Cong. Barney Frank to Pres. Faherty thanking him for letter asking for support for H.Res. 101, Cong. Byron Dorgan's resolution denying fast track authority for a US/Mexico Free Trade Agreement.

Annual Report and minutes of the Annual Meeting of the Members of Blue Cross and Blue Shield of MA, Inc.

From the Ohio AFL/CIO a copy of their Legislative Directory.

Invitation from the Kennedy Family to a dinner celebrating the life of JFK.

From Fr. Boyle to Pres. Faherty confirming that he will be a head table guest at the Communion Breakfast on 4/28.

Final appeal from Ironworkers Local 57 for their Golf for Diabetes Day" and Souvenir Score Card Booklet.

Invitation to attend the Maritime Port Council's meeting.

From Marc Pacheco thanking the Council for supporting his fundraising event.

Request from the Department of Legislation, AFL/CIO to support the Striker Replacement Bill and a list of others.

From Cong. Studds to Pres. Faherty regarding the recent meeting between his office and representatives of the Deep Ocean Isolation Project.

Copy of a letter from Joseph Belanger, Pres. of CWA Local 1365 to Sen. Jajuga regarding his voting record on the "Service Sales Tax".

From Cong. Studds to Pres. Faherty thanking him for his letter expressing opposition to the fast track procedure.

From Cong. Studds to Pres. Faherty regarding meeting with his office and several representatives of the Deep Ocean Isolation Project.

FINANCIAL REPORT
4/ 1/91 Through 4/30/91

GENERAL FUND	
BEGINNING BALANCE	12718.75
INCOME	
BANQUET TICKETS	150.00
OTHER INCOME	49.30
PER CAPITA	69,610.78
REGISTRATION FEES	2,150.00
REIMBURSEMENT ACCT	1,365.00

TOTAL INCOME	73,325.08

PER CAPITA RECEIVED ON 198,888 MEMBERS

EXPENSES	
02 PC COPE	5,417.28
ANNUITY	400.00
AUTO EXPENSE	452.97
BANK SERVICE CHARGE	352.92
BOUNCED CHECK	64.75
CONFERENCE EXP	280.00
DUES & SUBSCRIPTIONS	135.00
HEALTH & DENTAL INS	492.66
LIFE & DISABILITY INS	1,071.24
MAINT & LEASE	1,068.54
MESSENGER SERVICE	59.10
MTG & TRAVEL EXPENSE	1,805.03
OFFICE SUPPLIES & EXP	424.81
PAYROLL & TAXES	42,878.42
PENSION	15,000.00
PETTY CASH	300.00
PROFESSIONAL SERV	405.00
RENT	2,500.00
RETAINER & LEGAL FEES	500.00
STRIKE SUPPORT	1,600.00
TAXES	3,074.06
TICKETS AND DONATIONS	655.00
UNION DUES	61.88
UTILITY EXPENSE	1,182.43
EXPENSES - OTHER	538.51

TOTAL EXPENSES	80,719.60
 BALANCE	 5,324.23

COPE ACCOUNT	
BEGINNING BALANCE	19083.77
INCOME	
.02 P/C 3/91	5417.28
REIMB FOR RALLY SIGNS	100.00
INTEREST	78.17

	5595.45
EXPENSES	
TICKETS	2100.00
RALLY EXPENSES	6232.75
MEETING EXPENSES	2712.38
LEGAL EXPENSES	258.75
DATA PROCESSING	165.03
CONSULTANTS	500.00

	11968.91
 BALANCE	 12710.31

ASSETS	
U S TRUST MONEY MARKET	52100.30
ISRAEL BOND	1000.00
DEPT OF LABOR	400.00
PETTY CASH	300.00

	53800.30

EXECUTIVE OFFICERS MEETING
APRIL 28, 1991

PRESENT: President Faherty, Sec./Treas. Haynes, Exec. V.P.'s Farmer and Phinney.

ABSENT: Exec. V.P. Lydon (ub)

Tabled invitation to attend National Israel Tribute Dinner.

MMS to have Pres. Faherty attend the next District 2 Council Meeting. So voted.

MMS to invite a representative of Union Investors Asset Management Co. to the next Executive Officers meeting. So voted.

MMS to purchase tickets to the Annual Education Awards Dinner. So voted.

Tabled request for a donation from Horizons for Youth.

MMS to send a follow-up letter to Congressmen Frank and Studds regarding the elimination of the Exec. Office of Labor Dislocated Workers Program. So voted.

Tabled request by the U.S. Dept. of Justice to publicize the public service drop-in advertisement.

MMS to purchase two tickets for the luncheon sponsored by the Downtown Crossing Association and Gaston & Snow.

MMS to do the WILD mailing/brochure for their Summer Institute to affiliated unions and CLCs. So voted.

MMS to purchase one ticket for the Dbes-Thomas-Bernstein Awards. So voted.

Tabled request from the SMA Fathers for a donation.

Tabled involvement in this year's Horizon's for Youth Celebrity Golf and Tennis Tournament.

MMS to send endorsement for the march and rally sponsored by CLUW. So voted.

MMS to send a letter to John Perkins requesting a waiver on the \$10,000 owed to National COPE because of the successful COPE campaign. This will be further discussed at the May meeting. So voted.

The request from Celia Wcislo, SEIU Local 285 regarding a letter to affiliates urging them to participate in the "Jobs with Justice" Health Care week was tabled until after the Northeast Council Health Care Conference and then it will be referred back to Celia.

MMS to send a letter of support of the United Way and a CC to CWA President Bahr.

Tabled request from the Irish Cultural Center regarding the resolution to adopt the month of March as "Irish-American Heritage Month".

MMS to contact Pres. Marchi LaGrasta of the Brockton CLC for info on candidate John Walsh.



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MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

April 26, 1991

PRESIDENT
JOSEPH C. FAHERTY

TO: MASSACHUSETTS AFL-CIO EXECUTIVE COUNCIL

EXECUTIVE VICE PRESIDENTS
JOSEPH M. LYDON
JAMES FARMER
JOHN F. PHINNEY

FROM: ROBERT J. HAYNES, SECRETARY-TREASURER

SECRETARY-TREASURER
ROBERT J. HAYNES

Dear Vice President:

VICE PRESIDENTS

RICHARD J. ABDOW
RONALD ALMAN
NATALIE BAKER
JOSEPH A. BELANGER
ROBERT A. BRYANT
EDWARD F. BURKE JR.
GIRO J. CARDINAL
THOMAS CHIRILLO
JANET CIEJKA
EDWARD W. COLLINS JR.
JOHN P. CONLEY
JOSEPH A. DART
PAUL L. DEVLIN
CHARLES DeROSA
NICHOLAS DIMITROPOLIS
JACK DONEGAN
SANDRA FELDER
WILLIAM J. FOLEY
JOHN J. HOGAN
WILLIAM F. IRVIN
JOSEPH W. JOYCE
JOSEPH KELLEHER
THOMAS P. KERR
DICK LeBLANC
KEVIN MAHAR
FRANK McCARTHY
CHARLES McDEVITT
PATRICK MELE JR.
A. MICHAEL MULLANE
JOSEPH W. NIGRO JR.
HERBERT OLLIVIERRE
CYNTHIA RODRIQUES
TONY ROMANO
CHARLES E. THOMPSON
CELIA WCISLO
MANNY WILLIAMS

This is to advise you that the next meeting of the Massachusetts AFL-CIO Executive Council is scheduled for:

DATE: WEDNESDAY, MAY 22, 1991

TIME: 10:00 A.M. - Meeting
12:30 P.M. - Luncheon

PLACE: **SEA CREST RESORT CENTER**
Old Silver Beach
No. Falmouth, Mass.

DIRECTIONS ARE ENCLOSED

This meeting will take place prior to the Gompers, Murray, Meany Educational Conference which is scheduled to begin on Wednesday afternoon.

The Minutes of the April 18, 1991 Council meeting will be forwarded under separate cover for your perusal and acceptance.

Kindly **R.S.V.P.** your attendance at the Council Meeting and Luncheon to Louanne at (617-227-8260).

I hope your schedule will allow you to be with us at the Council Meeting and also be in attendance at the Educational Institute.

Looking forward to seeing you on Cape Cod in May.

MASSACHUSETTS /AFL-CIO

May 10, 1991

TO: MASSACHUSETTS AFL-CIO EXECUTIVE COUNCIL
FROM: ROBERT J. HAYNES, SECRETARY-TREASURER
RE: NEXT EXECUTIVE COUNCIL MEETING - PLEASE
NOTE MAY MEETING WILL BE HELD ON WEDNESDAY
INSTEAD OF THE USUAL THURSDAY.

Dear Vice President:

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I hope your schedule will allow you to be with us at the Council Meeting and also be in attendance at the Educational Institute.

Looking forward to seeing you on Cape Cod in May.

MASSACHUSETTS AFL-CIO 1991 GOMPERS MURRAY MEANY EDUCATIONAL INSTITUTE

SEACREST - FALMOUTH - MASS.
MAY 22, 23 AND 24 1991



JOSEPH C. FAHERTY, President
ROBERT J. HAYNES, Secretary-Treasurer and Education Director

STRIVING IN UNITY FOR THE "COMMON"WEALTH

PRESIDENT

Joseph C. Faherty

SECRETARY-TREASURER

Robert J. Haynes

EXECUTIVE VICE PRESIDENTS

Joseph Lydon

James Farmer

John Phinney

VICE-PRESIDENTS

Richard J. Abdow
Ronald Alman
Natalie Baker
Joseph A. Belanger
Robert A. Bryant
Edward F. Burke, Jr.
Giro J. Cardinal
Thomas Chirillo
Janet Ciejka
Edward W. Collins, Jr.
John P. Conley
Joseph A. Dart
Paul L. Devlin
Charles DeRosa
Nicholas Dimitropolis
Jack Donegan
Sandra Felder
William J. Foley

John J. Hogan
William F. Irvin
Joseph W. Joyce
Joseph Kelleher
Thomas P. Kerr
Dick LeBlanc
Kevin Mahar
Frank McCarthy
Charles McDevitt
Patrick Mele, Jr.
A. Michael Mullane
Joseph W. Nigro, Jr.
Herbert Ollivierre
Cynthia Rodriques
Tony Romano
Charles E. Thompson
Celia Wcislo
Manny Williams

EDUCATION COMMITTEE

CHAIRS

Robert J. Haynes
Jay Porter

Erika Pinault
Joseph O'Donnell
Arthur R. Osborn, Jr.
Rosemary White
James Grande
Celia Wcislo
Robert Hayward
Bronwin Zwirner
William Corley
Mark Govoni
Michael Molinari
Francis Shea
Robert Banks

PROGRAM

**WEDNESDAY MAY 22 REGISTRATION 10:00 AM-12 NOON
2:00 PM - 4:00 PM**

2:15 P.M. ***OPENING OF THE INSTITUTE BY JOSEPH FAHERTY - PRESIDENT
WHO WILL INTRODUCE :***

2:30 P.M. **MEDIATION AND ARBITRATION**
Introduction to Grievance Mediation
Rolf Valtin - Vice-President Mediation Research & Education Project.
Setting Up a Grievance Arbitration Program
Donald Wightman - President Local 369 UWUA

3:30 P.M. **WOMEN IN UNION LEADERSHIP**
(What is happening in YOUR Union)

Joseph C. Faherty - President
Dale Melcher - Labor Education Center
UMass-Amherst

4:30 P.M. **ADJOURN**

6:00 P.M. - 8:00 P.M. Dinner - On your own for the evening.

**THURSDAY - MAY 23 REGISTRATION - 8:00 A.M. - 12:00 noon
MORNING SESSION 2:00 P.M. - 4:00 P.M.**

7:00 AM - 9:00 AM **BREAKFAST**

9:00 A.M. **INTRODUCTION** - Robert J. Haynes, Secretary-Treasurer

9:10 A.M. **WELCOME & REMARKS** - Joseph C. Faherty - President

9:20 A.M. **REMARKS** - Frank Myers -Director AFL/CIO - Region VIII

9:35 A.M. **ALCOHOL & SUBSTANCE ABUSE**
Chuck Monahan - CHAIR - Mass. AFL/CIO Alcohol &
Substance Abuse Committee
Rich Slein- Director -Mass. AFL/CIO Alcohol &
Substance Abuse Committee
Ed Collins - Vice-President Mass. AFL/CIO

A REVIEW OF THE LABOR STUDIES PROGRAMS

10:05 A.M. Pat Greenfield - U. Mass.
10:15 A.M. Pat Reeve - U. Mass.
10:25 A.M. Frank Lyons - U. Mass.
10:35 A.M. Bronwin Zwirner - S.M.U.

10:45 A.M. **LABOR'S ELECTORAL STRATEGIES**
Arthur R. Osborn - President Emeritus
Rich Rogers - Mass. AFL/CIO Staff Rep.

12:15 P.M.

LUNCHEON

SPEAKER - Christine Morris - Secretary of Labor
Community Service Award
George Meany Scouting Awards

AFTERNOON...

2:00 P.M.

REPORT ON NEW ENGLAND COUNCIL HEALTH CARE CONFERENCE.

Celia Wcislo - SEIU 285 - Vice-President
Mass. AFL-CIO

2:30 P.M.

YOUR RIGHTS WHEN YOU'RE OFF THE JOB

A panel presentation on rights, benefits and resources available to workers who have lost their jobs.

Martin Foley - Legislative & COPE Director Mass. AFL-CIO

MODERATOR: Representative Suzanne Bump
House Chair - Commerce and Labor

PANEL - Stevens Day - Executive Director - Workers Compensation Advisory Council.
Thomas Scanlan - Public Employees - Career Transition Center
William Sullivan - Director of Unemployment Insurance

4:00 P.M.

ADJOURN

5:45 PM- 6:45 PM

RECEPTION - Hosted By: Massachusetts AFL-CIO and

7:00 PM

DINNER: Toastmaster - Robert J. Haynes, Secretary-Treasurer

AWARDS PRESENTED BY: President Faherty
President John Kelly - OPEIU - Gompers-Murray-Meany Award
Sandy Felder SEIU and Phil Kerr UAPP - Outstanding Service Awards.

FRIDAY - MAY 24

7:00 - 9:00 BREAKFAST

9:45 A.M.

Michael Noonan - Regional COPE Director AFL-CIO

10:00 A.M.

THE ENVIRONMENT - WHAT'S NEW?

Committee Chair - Nick Zeo
Panel discussion

10:30 A.M.

OPEN DISCUSSION - THE EXECUTIVE OFFICERS - MASS. AFL-CIO
Round Table discussion!

11:30 A.M.

UNION LABEL DEPARTMENT - MASS. AFL-CIO

Giro Cardinal - Vice-President Mass. AFL-CIO
Tom Scanlan - Secretary-Treasurer - Union Label Department

12:00 NOON

ADJOURN -

1991 GOMPERS-MURRAY-MEANY AWARD

TO

PRESIDENT JOHN KELLEY - OPEIU

John Kelly was elected President of the Office and Professional Employees International Union (OPEIU) in 1979. Brother Kelly has spent his entire adult life in the Labor Movement, beginning his career at 18 as an Organizer for the Retail Clerks.

John Kelly joined OPEIU in 1952 as an Organizer and rose through the ranks. He was elected Secretary-Treasurer of OPEIU #153 in 1969 and Business Manager in 1977. He was elected an OPEIU International Vice-President in 1969, a position he held until becoming President 10 years later.

Brother Kelly 's commitment to the Labor Movement has taken him to several important positions. Since 1988 he has been a Vice-President of the Industrial Union Department AFL-CIO, and a Trustee of the Maritime Port Council since 1973.

President Kelly serves on the National Executive Council of the Irish American Labor Coalition, the National Labor Advisory Council of the March of Dimes and the President's Committee on Employment of the Handicapped.

OPEIU International President John Kelly is honored tonight with the Massachusetts AFL-CIO Gompers-Murray- Meany Award for Union service and participation in the Labor Movement of the Commonwealth.

**OUTSTANDING SERVICE AWARD
TO
THOMAS P. (PHIL) KERR**

T. Phil Kerr, a member of Pipefitters Local 537 since 1958, was appointed an International Representative for the United Association of Plumbers and Pipefitters on April 1, 1991.

First elected to Local 537's Executive Board in 1966, Brother Kerr has served as Business Agent, Business Manager and Secretary-Treasurer, a position he held until this April.

Phil Kerr has been active both in his union and the industry. He served as President of the New England Pipe Trades from 1980 to 1983. He continues to serve as a Trustee of the Pension, Welfare, Annuity and Education Funds, a position he has held since 1974. Brother Kerr is a member of the Massachusetts Pipefitters, Refridgeration, Sprinkler Fitters Licensing Board since 1977 and a member of the National Joint Steamfitters/Pipefitters Committee since 1985.

Along with UA activities, Brother Kerr has served the State Labor Movement as a Vice-President of the Massachusetts AFL-CIO since 1983.

**OUTSTANDING SERVICE AWARD
TO
SANDY FELDER**

Sandy Felder is President and Executive Director of the Service Employees International Union Local 509 representing over 10,000 human service and education professionals, in both the public and private sectors of Massachusetts. A Social Worker by Profession, Sandy has worked in the public mental health system for over 15 years. A graduate of UMass Boston Masters Program in Human Services, she is currently serving on the Community Advisory Board of Salem State College Graduate School of Social Work. Sandy Also serves on the Service Employees International Union Public Sector Division Board.

Sister Felder is a Vice-President of the Mass. AFL-CIO and is the Mass. AFL-CIO's delegate on the Steering Committee of WILD (Women's Institute for Leadership Development). She is also on the steering committee for the Campaign for Mass Future (TEAM) which led the fight against Question 3 (the anti-tax initiative) in 1990.

Sandy has been an activist in the Massachusetts Labor Movement for eleven years.



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Council Mtg.

5/22/91

MASSACHUSETTS / AFL-CIO

Voice of Organized Labor 400,000 Strong

LAZ's
tel confirm

PRESIDENT

✓ JOSEPH C. FAHERTY *yes*

EXECUTIVE VICE PRESIDENTS

✓ JOSEPH M. LYDON *yes*
✓ JAMES FARMER *yes*
✓ JOHN F. PHINNEY *yes*

SECRETARY-TREASURER

✓ ROBERT J. HAYNES *yes*

VICE PRESIDENTS

RICHARD J. ABDOW *left message*
RONALD ALMAN *left message - no in n.y.*
✓ NATALIE BAKER - *cannot reach yes*
✓ JOSEPH A. BELANGER - *out of state u/B*
✓ ROBERT A. BRYANT *left message yes*
✓ EDWARD F. BURKE JR. - *left message yes*
✓ GIRO J. CARDINAL *yes*
✓ THOMAS CHIRILLO - *left message yes*
JANET CIEJKA
EDWARD W. COLLINS JR. *left message - no-u/B*
JOHN P. CONLEY
✓ JOSEPH A. DART *yes*
✓ PAUL L. DEVLIN - *yes*
✓ CHARLES DeROSA - *no-agents mtg.*
✓ NICHOLAS DIMITROPOLIS - *yes*
✓ JACK DONEGAN - *left message - iffy??. iffy*
✓ SANDRA FELDER - *left message*
✓ WILLIAM J. FOLEY
JOHN J. HOGAN - *left message no-u/B*
WILLIAM F. IRVIN - *???*
JOSEPH W. JOYCE
✓ JOSEPH KELLEHER *left message yes NO-u/B*
✓ THOMAS P. KERR *yes*
✓ DICK LeBLANC - *yes*
✓ KEVIN MAHAR - *left message*
FRANK MCCARTHY - *no-u/B*
✓ CHARLES McDEVITT - *yes*
PATRICK MELE JR. - *no*
A. MICHAEL MULLANE - *left message*
✓ JOSEPH W. NIGRO JR. *yes*
✓ HERBERT OLLIVIERRE - *yes*
CYNTHIA RODRIQUES - *left message*
✓ TONY ROMANO - *left message yes*
✓ CHARLES E. THOMPSON - *yes*
✓ CELIA WCISLO - *yes 7.7. - no - iffy - maybe*
✓ MANNY WILLIAMS - *left message - no - in msg.*

MASSACHUSETTS / AFL-CIO



ROLL CALL 5/22/91

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official Roll

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MANNY WILLIAMS

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